

Panaji, 29th May, 2025 (Jyaistha 8, 1947)

SERIES II No. 9

OFFICIAL GAZETTE GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

GOVERNMENT OF GOA

Department of Co-operation

Office of the Registrar of Co-operative Societies

Order

3-1-81/EST/RCS/Part/597

Date: 15-May-2025

The Government is pleased to transfer the following Group 'B' Gazetted Officers of the Registrar of Co-op. Societies, Department of Co-operation, Panaji as at column 2 below and post them in the Offices mentioned in Col. No. 4 against their names, in public interest.

Sr. No.	Name & Designation	Present posting	Posting on transfer
1	2	3	4
1	Smt. Smita Kankonkar, Asstt. Registrar of Co-op. Societies	Office of the Asstt. Registrar of Co-op. Societies, Central Zone, Panaji-Goa	Office of the Asstt. Registrar of Co-op. Societies, Ponda Zone, Ponda-Goa.
2	Shri. Pankaj V. Marathe, Asstt. Registrar of Co-op. Societies	Office of the Asstt. Registrar of Co-op. Societies, Ponda Zone, Ponda-Goa	Office of the Asstt. Registrar of Co-op. Societies, Central Zone, Panaji-Goa.

This issues with the approval of the Government and comes into force with immediate effect.

Ashutosh Apte, Registrar of Co-op. Societies & ex-officio Addl. Secretary.

Panaji.

Order

3-1-81/EST/RCS/Part/632

Date: 20-May-2025

The Order No. 3-1-81/EST/RCS/Part/597 dated 15/05/2025, is kept in abeyance, until further order.

Ashutosh Apte, Registrar of Co-op. Societies.

Panaji.

Order

3/6/Urban Credit/TS-II/NZ/2018/RCS/443

Date: 07-May-2025

Read:- 1) Order No. 48-8-2001-TS-RCS/III/311 dated 21-04-2017.

2) Circular No. 6-13-81/EST/RCS/Part V dated 06-03-2020.

3) This Office Order No. 3/6/Urban Credit/TS-II/NZ/2018/RCS/2013 dated 17-09-2020.

4) This Office Extension Order No. 3/6/Urban Credit/TS-II/NZ/2018/RCS dated 07-07-2022.

5) Letter No. ARCS/NZ/PLN/Registrar Nominee/912 dated 05-09-2022.

6) This Office Extension Order No. 3/6/Urban Credit/TS-II/NZ/2018/RCS dated 10-10-2022.

7) Letter No. 4-21-00-TS/Vol.v/NZ/1164 dated 06-09-2023.

8) This Office Order No. 3/6/Urban Credit/TS-II/NZ/2018/RCS/2338 dated 15-09-2023.

9) Letter No. SKUCCS/APPOINTMENT/24-25/652 dated 15-10-2024.

10) Letter No. 4-21-00-TS/Vol.V/NZ/3222 dated 18-12-2024.

11) This Office letter No. 3/6/Urban Credit/TS-II/NZ/2018/RCS/4113 dated 13-02-2025.

12) Letter No. SKUCCS/R'S NOMINEE/24-25/912 dated 24-02-2025.

Whereas, vide Order read at Sr. No. 1 above, Adv. Shivaji B.S. Bhangui, C/o Adv. P.J. Kamat, above Bank of Maharashtra, 2nd floor, SF-8, Goa Housing Board Comm. & Residential Complex, Journalist Colony, Alto-Betim, Porvorim, Goa 403521 was appointed as Registrar's Nominee under Section 86(1) of the Goa Co-operative Societies Act, 2001 (Goa Act No. 36 of 2001) (hereafter referred as "Act") read with Rule 116(1) of the Goa Co-operative Societies Rules, 2003 and his name is reflecting at Sr. No. 24 of the said Order.

And whereas, vide this office Order read at Sr. No. 3 above, Adv. Shivaji B. S. Bhangui was authorized as dedicated Nominee of the Registrar of Co-operative Societies for "Shree Kalika Urban Co-operative Credit Society Limited, [RES-(a)-4/NZ/Goa dated 18/01/1991] Kalika Bhavan, Deshmukh Capital, Behind Maruti Temple, Mapusa-Goa" (hereafter referred as "said Society") to entertain all the disputes referred to him in matters of recovery of outstanding loans of the said Society, without routing through this Department.

And whereas, said authorisation was initially for period of one year w.e.f. 17/09/2020 till 16/09/2021 and was further extended from time to time till 16/09/2024.

And whereas, vide letter dated 18/12/2024 read at Sr. No. 10 above, the Asstt. Registrar of Co-operative Societies, North Zone, Mapusa-Goa, has forwarded the request of "Shree Kalika Urban Co-operative Credit Society Limited, [RES-(a)-4/NZ/Goa dated 18/01/1991] Kalika Bhavan, Deshmukh Capital, Behind Maruti Temple, Mapusa-Goa for extending the above referred authorization for a further period of one year with retrospective effect from 17/09/2024.

Now therefore, in exercise of the powers conferred under Section 123B of the Goa Co-operative Societies Act, 2001 read with Rule 116 of the Goa Co-operative Societies Rules, 2003, I, the undersigned, Registrar of Co-operative Societies do hereby extend the authorization of Adv. Shivaji B. S. Bhangui, C/o Adv. P. J. Kamat, Above Bank of Maharashtra, 2nd floor, SF-8, Goa Housing Board Comm. & Residential Complex, Journalist Colony, Alto-Betim, Porvorim, Goa, as dedicated RCS Nominee for a period of **one year** with retrospective effect from **17/09/2024 to 16/09/2025** for "Shree Kalika Urban Co-operative Credit Society Limited, [RES-(a)-4/NZ/Goa dated 18/01/1991] Kalika Bhavan, Deshmukh Capital, Behind Maruti Temple, Mapusa-Goa".

Further, when a purported dispute is referred by the said Society, the above named dedicated Nominee is authorized to first decide under sub-section (1) of Section 86 of the Goa Co-operative Societies Act, 2001 whether the matter referred by the Society involves a dispute and pass appropriate Orders under sub-section

(1) of Section 86 of the Act. He shall also ensure that the said society encloses the documentary proof towards payment of fees payable under Rule 115 by way of e-challan and e-receipt.

Further, only upon the Nominee satisfying that there exists a dispute, he shall proceed to adjudicate the same and give Award accordingly. The Nominee shall abide by the terms and conditions on which he was originally appointed as Registrar's Nominee vide Order read at Sr. No. 1 above.

The extension of this authorization is liable to be withdrawn at any time without assigning any reason thereof at the discretion of the undersigned.

Given under the seal of this office.

Kabir K. Shirgaonkar, Registrar of Co-operative Societies & ex-officio Joint Secretary (Co-operation).

Panaji.

Department of Education

Directorate of Technical Education College Section

Order

16/150/Confirmation/GEC/04/P.F.II/3211

Date: 07-Jan-2025

On the recommendations of the Goa Public Service Commission conveyed vide their letter No. COM/II/12/18(2)/2024/309 dated 06/12/2024, the Government of Goa is pleased to declare the following Group 'A' Gazetted Officers of Goa College of Engineering, Farmagudi, Ponda-Goa who have satisfactorily completed their probation period and confirm them in the post with effect from date mentioned in the respective column against their names.

Sr. No.	Name of the incumbent	Designation	Date of confirmation	Appointment order No. and date	Date of joining
1	2	3	4	5	6
1	Dr. Nisha Prakash Naik	Associate Professor in Civil Engineering	05/04/2019	No.16/139/Fill-Post/GEC/DTE/PF IV/ 3859 dated 12/03/2018	06/04/2018
2	Shri. Naraina Avudayappan	Associate Professor in Electrical & Electronics Engineering	06/12/2021	No.16/528/PF/NA/DTE /GEC/2020/2081 dated 01/12/2020	07/12/2020

By order and in the name of the Governor of Goa.

Dr. Vivek B. Kamat, Director of Technical Education & Ex-Officio Addl. Secretary.

Porvorim.

Order

16/150/Confirmation/GEC/04/P.F.II/3212

Date: 07-Jan-2025

On the recommendations of the Goa Public Service Commission conveyed vide their letter No. COM/II/12/18(1)/2024/310 dated 06/12/2024, the Government of Goa is pleased to declare the following Group 'A' Gazetted Officers of Goa College of Engineering, Farmagudi, Ponda-Goa who have satisfactorily completed their probation period and confirm them in the post with effect from date mentioned in the respective column against their names.

Sr. No.	Name of the incumbent	Designation	Date of confirmation	Appointment order No. and date	Date of joining
(1)	(2)	(3)	(4)	(5)	(6)
1	Ms. Aparna Udaysing Rane	Assistant Professor in Information Technology	20/09/2021	No.16/524/PF/AUR/ /GEC/DTE/20/1437 dated 18/09/2020	21/09/2020
2	Shri. Bipin Babaji Naik	Assistant Professor in Information Technology	20/09/2021	No.16/523/PF/BBN/ GEC/DTE/20/1438 dated 18/09/2020	21/09/2020
3	Shri. Guruvendra Guirish Velip	Assistant Professor in Civil Engineering	22/09/2021	No.16/522/PF/GGV/ /GEC/DTE/20/1432 dated 18/09/2020	23/09/2020
4	Ms. Diana Terezinha Miranda	Assistant Professor in Information Technology	22/09/2021	No.16/525/PF/DTM/ /GEC/DTE/20/1433 dated 18/09/2020	23/09/2020
5	Shri. Madhuraj Kiran Naik	Assistant Professor in Civil Engineering	24/09/2021	No.16/526/PF/MKN/ /GEC/DTE/20/1430 dated 18/09/2020	25/09/2020

By order and in the name of the Governor of Goa.

Dr. *Vivek B. Kamat*, Director of Technical Education & Ex-Officio Addl. Secretary.

Porvorim.



Inspectorate of Factories and Boilers

Order

CIF/023(Part-II)/S-II/IFB/25-26/489

Date: 23-May-2025

In exercise of the powers conferred by sub-section (2) of Section 55 of the Factories Act, 1948 (Central Act 63 of 1948) (hereinafter referred to as the “said Act”), the Government of Goa, with a view to reform and facilitate the Ease of Doing Business in the State of Goa, hereby exempts all factories situated in the State of Goa, from the provisions of sub-section (1) of Section 55 of the said Act, so however that the total number of hours worked by a worker without an interval does not exceed six, from the date of publication of this Order in the Official Gazette.

By order and in the name of the Governor of Goa.

Anant S. Pangam, Chief Inspector of Factories and Boilers and ex-officio Joint Secretary.

Panaji.



Order

CIF/023(Part-II)/S-II/IFB/25-26/490

Date: 23-May-2025

In exercise of the powers conferred by the proviso to Section 56 of the Factories Act, 1948 (Central Act 63 of 1948) (hereinafter referred to as the “said Act”), I, Shri Anant S. Pangam, the Chief Inspector, with a view to facilitate the Ease of Doing Business in the State of Goa, hereby increase the spread over of the periods of work inclusive of intervals for rest mentioned in Section 55 of the said Act, upto twelve hours for all adult

workers working in all factories situated in the State of Goa, from the date of publication of this Order in the Official Gazette.

By order and in the name of the Governor of Goa.

Anant S. Pangam, Chief Inspector of Factories and Boilers and ex-officio Joint Secretary.

Panaji.



Notification

CIF/147(S-II)/IFB/2025/491

Date: 23-May-2025

In exercise of the powers conferred by the proviso to Clause (b) of sub-section (1) of Section 66 of the Factories Act, 1948, (Central Act 63 of 1948) as in force in the State of Goa (hereinafter referred to as the "said Act"), the Government of Goa hereby varies the limits laid down in Clause (b) of sub-section (1) of section 66 of the said Act in respect of employment of women in all factories situated in the State of Goa, thereby authorizing the employment of women in all of the factories situated in the State of Goa between the hours of 7:00 p.m. and 6:00 a.m., with effect from the date of publication of this notification in the Official Gazette, subject to the following conditions for ensuring the safety of women, namely:-

- (i) employment between the hours of 7:00 p.m. and 6:00 a.m. shall be with the consent in writing of concerned women worker;
- (ii) adequate, secure and safe transportation facilities shall be provided to women worker for pick-up and drop such worker to and fro from her residence;
- (iii) CCTV cameras shall be provided and maintained in the work areas where women workers will be employed;
- (iv) Provide safe, secure and healthy working condition such that no women worker is disadvantaged in connection with her employment.

By order and in the name of the Governor of Goa.

Anant S. Pangam, Chief Inspector of Factories and Boilers and ex-officio Joint Secretary.

Panaji.



Department of Labour

Order

28/17/2025-LAB/340

Date: 22-May-2025

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Marksans Pharma Limited, Plot No. L-82, L-83, Verna Industrial Estate, Verna, Salcete, Goa and it's workman, Shri Sanjay Das, in respect of the matter specified in the Schedule hereto;

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under sub-section (1) of Section 7 of the said Act.

SCHEDULE

- (1) Whether the action of the management of M/s. Marksans Pharma Limited, Plot No. L-82, L-83, Verna Industrial Estate, Verna, Salcete, Goa, in dismissing Shri Sanjay Das, CVC Machine Operator, with effect from 29/04/2024, is legal and justified?

(2) If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa.

Darshani S. Dessai, Under Secretary (Labour).

Porvorim.

Order

28/18/2025-LAB/341

Date: 22-May-2025

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Marksans Pharma Limited, Plot No. L-82, L-83, Verna Industrial Estate, Verna, Salcete, Goa and it's workman, Shri Jayanta Swain, in respect of the matter specified in the Schedule hereto;

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under sub-section (1) of Section 7 of the said Act.

SCHEDULE

(1) Whether the action of the management of M/s. Marksans Pharma Limited, Plot No. L-82, L-83, Verna Industrial Estate, Verna, Salcete, Goa, in dismissing Shri Jayanta Swain, CVC Machine Operator, with effect from 13/05/2024, is legal and justified?

(2) If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa.

Darshani S. Dessai, Under Secretary (Labour).

Porvorim.

Order

28/16/2025/LAB/345

Date: 26-May-2025

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Marksans Pharma Limited, Plot No. L-82, L-83, Verna Industrial Estate, Verna, Salcete, Goa and it's workman, Shri Pintu Kumar Verma, in respect of the matter specified in the Schedule hereto;

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under sub-section (1) of Section 7 of the said Act.

SCHEDULE

(1) Whether the action of the management of M/s. Marksans Pharma Limited, Plot No. L-82, L-83, Verna Industrial Estate, Verna, Salcete, Goa, in dismissing Shri Pintu Kumar Verma, CVC Machine Operator, with effect from 13/05/2024, is legal and justified?

(2) If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa.

Darshani S. Dessai, Under Secretary (Labour).

Porvorim.

◆

Order

28/05/2025/LAB/346

Date: 26-May-2025

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Tevapharm India Private Limited, having its registered Office at 8th Floor, Tower C, Times Square Building, Andheri-Kurla Road, Gamdevi, Marol, Andheri (East), Mumbai and it's workmen, represented by the Bhartiya Kamgar Sena, in respect of the matter specified in the Schedule hereto;

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7A of the said Act.

SCHEDULE

- (1) Whether the action of the management of M/s. Tevapharm India Private Limited in transferring the following 54 workmen from M/s. Tevapharm India Private Limited to M/s. Marksans Pharma Limited with effect from 19/04/2023, is legal and justified?

Sr. No.	Name of the Workmen	Designation
1.	Shri Amit Namsekar	Operator - I
2.	Shri Amith Kolambkar	Operator - I
3.	Shri Anit Bhat	Operator - I
4.	Shri Balachandra Velip	Operator - I
5.	Shri Chetan Gaude	Operator - I
6.	Shri Dinesh Nagekar	Operator - II
7.	Shri Gajanan Kamat	Operator - I
8.	Shri Gaurav Modak	Operator - III
9.	Shri Jafarsab Abdulsab	Operator - I
10.	Shri Jayendra Bhomkar	Operator - I
11.	Shri Kamlesh Chavan	Operator - I
12.	Shri Koushal Naik	Operator - I
13.	Shri Krishnananda Naik	Operator - I
14.	Shri Kumara Pradhan	Operator - I
15.	Shri Meghasham Nikam	Operator - I
16.	Shri Minesh Naik	Maintenance Tech - II
17.	Shri Mohan Sherlekar	Operator - II
18.	Shri Nagaraj Nagekar	Operator - III
19.	Shri Nilesh Savant	Operator - I
20.	Shri Paresh Pavar	Operator - III
21.	Shri Pishappa Ghadekar	Operator - I
22.	Shri Pramod Patil	Operator - I

23.	Shri Praveen Gaonkar	Operator - I
24.	Shri Puneet Kadam	Operator - I
25.	Shri Raghavendra Velip	Operator - I
26.	Shri Rajan Gosavi	Operator - II
27.	Shri Ramdas Gaude	Operator - I
28.	Shri Ravikant Manjrekar	Operator - I
29.	Shri Rupesh Gaude	Operator - I
30.	Shri Sandeep Rane	Operator - I
31.	Shri Sandeep Velip	Operator - I
32.	Shri Sandesh Naik	Operator - I
33.	Shri Satish Wadar	Maintenance Tech - I
34.	Shri Shivakumar Kabade	Operator - I
35.	Shri Shridhar Kale	Operator - III
36.	Shri Sunil Shet	Maintenance Tech - II
37.	Shri Vinayak Kalgutkar	Operator - II
38.	Shri Vinayak Patil	Maintenance Tech - I
39.	Shri Vinayak Patil	Operator - III
40.	Shri Vishal Satardekar	Operator - I
41.	Shri Vithal Patil	Maintenance Tech - I
42.	Shri Yogesh Ingale	Maintenance Tech - I
43.	Shri Yogesh Pednekar	Operator - I
44.	Shri Yosobanta Moharana	Operator - I
45.	Shri Tapan Kumar Das	Material Handler - II
46.	Shri Vivin Philip Fernandes	Material Handler - I
47.	Shri Vijay Namdev Kharujkar	Material Handler - II
48.	Shri Divesh Gaude	Material Handler - II
49.	Shri Jyotiranjana Sahu	Operator - III
50.	Shri Vivek Patil	Material Handler - I
51.	Shri Pradeep Patil	Material Handler - II
52.	Shri Siddharth Gaude	Material Handler - I
53.	Shri Yasin Babasaheb Nachare	Material Handler - II
54.	Alex Fernandes	Material Handler - II

(2) If answer to issue No. (1) above is in negative then, what relief the workmen are entitled to?

By order and in the name of the Governor of Goa.

Darshani S. Dessai, Under Secretary (Labour).

Porvorim.

◆

Order

28/12/2025/LAB/347

Date: 23-May-2025

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Lupin Limited, B-15, Phase 1A, Verna Industrial Estate, Verna, Salcete, Goa and it's workmen, represented by the Goa Trade and Commercial Workers Union, in respect of the matter specified in the Schedule hereto;

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7A of the said Act.

SCHEDULE

- (1) Whether the action of the management of M/s. Lupin Limited, B-15, Phase 1A, Verna Industrial Estate, Verna, Salcete-Goa, in not conceding the following Demands raised vide letter dated 19/1/2023 by the President, Goa Trade & Commercial Workers Union, Velhos Building, 2nd Floor, Opp. Municipal Garden Panaji-Goa, is legal and justified?

CHARTER OF DEMANDS

- (1) Demand No. 1 (A): **Flat rise in basic pay:-**

That each workman be paid a sum of Rs.7,500/- per month as a Flat Rise in the Basic Salary existing as on 31/12/2022. The total Basic Salary as on 31/12/2022 PLUS a Flat Rise of Rs. 7,500/- per month be placed in the pay scales given below and fitted in the appropriate stage w.e.f. 01/01/2023 as below:-

Grade	Category	Pay-Scales
I	Associate	30,000 – 1,500 – 37,500 – 1,875 – 46,875 – 2,350 – 58,625 – 2,940 – 73,325.
II	Jr. Officer/ Officer	35,000 – 1,750 – 43,750 – 2,200 – 54,750 – 2,750 – 68,500 – 3,450 – 85,750.

- (B) **Annual Increment:-**

Each worker/workperson be paid Annual Increments as per existing practice in the month of June, every year.

- (C) **Seniority Increment:-**

- (i) We demand that w.e.f. 01/01/2023 each worker who has completed 5 years of service made be eligible to one (1)–**Special Seniority Increment.**
- (ii) Those workers who completed 10 years of service be paid two (2)–special seniority increments.
- (iii) Thereafter, every worker be made eligible to a special seniority increment after **every five (5) years of service.**

- (2) Demand No. 2: **Fixed Dearness Allowance (FDA):-**

That w.e.f. 01/01/2023 each worker be paid Fixed Dearness Allowance (FDA) @ **Rs. 6,000/- per month.**

- (3) Demand No. 3: **Variable Dearness Allowance (VDA):-**

That w.e.f. 01/01/2023 each worker be paid a Variable Dearness Allowance (VDA) @ **Rs. 3.00 per point rise or fall at base AAICPI 8000 points (1960=100) to be revised every quarter.**

(4) Demand No. 4: **House Rent Allowance (HRA):-**

That w.e.f. 01/01/2023 each worker be paid House Rent Allowance (HRA) @ **50% of the Basic revised salary.**

(5) Demand No. 5: **Free Transport:-**

That w.e.f. 01/01/2023 the company should provide free transport to all the workmen for home drop & pick-up in all shift operations.

(6) Demand No. 6: **Education Allowance:-**

That each worker be paid an **Education Allowance @Rs. 3,000/-** per month w.e.f. 01/01/2023.

(7) Demand No. 7: **Interest-Free Advance for Childrens' Education:-**

That each worker be made eligible to an interest-free yearly advance of **Rs. 50,000/- towards fees for Childrens' Education.** This advance should be repaid in 10 equal installments.

(8) Demand No. 8: **Washing Allowance:-**

That each worker be made eligible to Washing Allowance @ **Rs. 1,000/- per month** w.e.f. 01/01/2023.

(9) Demand No. 9: **Canteen Allowance:-**

That w.e.f. 01/01/2023 each worker be paid Canteen Allowance **Rs. 75/- per day.**

(10) Demand No. 10: **Subsidised Canteen Facility:-**

That w.e.f. 01/01/2023 all the workers be provided breakfast, lunch, dinner and tea be provided in company's canteen at subsidized rate at the ratio of **75%: 25% i.e. 75% (company) and 25% (workmen).**

(11) Demand No. 11: **Leave Facilities:-**

That all the workers be made eligible to the following Leave Facilities w.e.f. 01/01/2023.

- | | | | |
|-----|------------------|---|---|
| (a) | Privilege Leave | : | 30 days per annum with a facility to accumulate upto 120 days. |
| (b) | Casual Leave | : | 10 days per annum with a facility to encash the balance leave at the end of the year. |
| (c) | Sick Leave | : | 9 days per annum with a facility to accumulate upto 30 days. |
| (d) | Holidays | : | 14 days per annum. |
| (e) | Leave Encashment | : | Leave encashment should be done on the gross salary. |

(12) Demand No. 12: **Leave Travel Allowance:-**

That w.e.f. 01/01/2023 each worker/workperson be paid a Leave Travel Allowance (LTA) @ **Rs. 15,000/- per annum.**

(13) Demand No. 13: **Shift Allowance:-**

That w.e.f. 01/01/2023 each worker be paid the following **Shift Allowance:**

- **Rs. 80/- for 1st shift each.**
- **Rs. 90/- for 2nd shift each.**
- **Rs. 100/- for Night Shift each.**

(14) Demand No. 14: **Interest Free Loan Facility:-**

That during the operative period the Settlement every worker/workperson be made eligible to an Interest Free Loan Facility of Rs. 1,00,000/- (Rupees One Lakh Only) to be deducted in 25-equal installments.

(15) Demand No. 15: **Non-Recoverable Festival Bonus:-**

Union request the Management to pay once a year on any one festival a sum of **Rs. 7,500/-** before Ganesh Chaturthi/Deepavali/Christmas/Eid as non-recoverable festival bonus.

(16) Demand No.16: **Medical Allowance and Insurance:-**

- (i) (a) Incase any employee goes out of the ESIS Scheme he or she and his/her entire family shall be covered under Mediclaim Policy for a **sum of Rs. 7 Lakhs.**
- (b) The Mediclaim Policy should include Ortho and Dental ailments/treatment.
- (ii) Those out of ESIS shall also be made entitled to 25 days of paid SickLeave per year with the facility to accumulate sick leave upto 60 days.
- (iii) Those out of ESIS shall be entitled to 100% reimbursement of medical bills incurred in hospitalization and for all the members of his/her family. This facility of reimbursement of bill must be accorded to all workers including those who have to face gynaecological treatment.
- (iv) Each worker/workperson shall be covered under the Group Personal Accident Insurance Scheme for a **sum of Rs. 10 Lakhs.**
- (v) Pending the discussion on above demands, the technical staff employees/workmen be made **eligible to Rs. 25,000/-** per year towards medical allowance and **Rs. 3 Lakhs towards hospitalization** with immediate effect.

(17) Demand No. 17: **Bonus:-**

All the workmen be made eligible to Bonus cum Ex-Gratia every year **@ 20% without ceiling on Basic + FDA + VDA.**

(18) Demand No. 18: **Overtime:-**

All the workmen unanimously demand that:

- (a) The permanent workers be given first preference to work on **Overtime.**
- (b) If any worker is asked to work on overtime, company should provide him/her free transport for home drop with free food, breakfast, tea with mandatory allowance.

(19) Demand No. 19: **Gratuity:-**

That all the workmen/workpersons be paid Gratuity **@ 30 days per every year of service.**

(20) Demand No. 20: **Service Award:-**

Service Award be given to all the workers on the following pattern.

- | | | | |
|-------|------------|-------|----------------|
| (i) | 5 – years | | Rs. 25,000/- |
| (ii) | 10 – years | | Rs. 50,000/- |
| (iii) | 15 – years | | Rs. 1,00,000/- |
| (iv) | 20 – years | | Rs. 2,00,000/- |

(21) Demand No. 21: **Period of Settlement:-**

The periodicity of the settlement should be **3–years viz. w.e.f. 01/01/2023 to 31/12/2025.**

(22) Demand No. 22: **Interim Relief:-**

Pending the finalization of all the above demands spelt–out herein in this Charter of Demands, the Union/workmen demands that each workman/workperson who is on the pay rolls of the Company be granted an amount of **Rs. 15,000/- per worker, per month as an Interim Relief w.e.f. 01/01/2023.**

This **Interim Relief** be adjusted from the final relief be granted to the workmen.

(2) If answer to issue No. (1) above is in negative then what relief the workmen are entitled to?

By order and in the name of the Governor of Goa.

Darshani S. Dessai, Under Secretary (Labour).

Porvorim.

◆

Order

28/22/2025/LAB/350

Date: 23-May-2025

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Micro Labs Limited, Plot No. N1, Phase IV, Verna Industrial Estate, Verna, Salcete, Goa and its workman, Shri Santosh Barkelo Desai, in respect of the matter specified in the Schedule hereto;

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under sub-section (1) of Section 7 of the said Act.

SCHEDULE

(1) Whether the action of the management of M/s. Micro Labs Limited, Plot No. N1, Phase IV, Verna Industrial Estate, Verna, Salcete, Goa, in dismissing Shri Santosh Barkelo Desai, Granulation Machine Operator, with effect from 04/04/2024, is legal and justified?

(2) If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa

Darshani S. Dessai, Under Secretary (Labour).

Porvorim.

◆

Order

28/20/2025/LAB/351

Date: 26-May-2025

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Marksans Pharma Limited, Plot No. L-82, L-83, Verna Industrial Estate, Verna, Salcete, Goa and its workman, Shri Akash Navage, in respect of the matter specified in the Schedule hereto;

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under sub-section (1) of Section 7 of the said Act.

SCHEDULE

(1) Whether the action of the management of M/s. Marksans Pharma Limited, Plot No. L-82, L-83, Verna Industrial Estate, Verna, Salcete, Goa, in dismissing Shri Akash Navage, CVC Machine Operator, with effect from 29/04/2024, is legal and justified?

(2) If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa.

Darshani S. Dessai, Under Secretary (Labour).

Porvorim.

Order

28/21/2025/LAB/352

Date: 26-May-2025

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Micro Labs Limited, Plot No. N1, Phase IV, Verna Industrial Estate, Verna, Salcete, Goa and it's workman, Shri Shivnath Govekar, in respect of the matter specified in the Schedule hereto;

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under sub-section (1) of Section 7 of the said Act.

SCHEDULE

(1) Whether the action of the management of M/s. Micro Labs Limited, Plot No. N1, Phase IV, Verna Industrial Estate, Verna, Salcete, Goa, in dismissing Shri Shivnath Govekar, Granulation Machine Operator, with effect from 04/04/2024, is legal and justified?

(2) If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa.

Darshani S. Dessai, Under Secretary (Labour).

Porvorim.

Department of Law and Judiciary

Law (Establishment) Division

Notification

14/12/2022/LD(Estt.)/1280

Date: 21-May-2025

The Notification No. Rule/P.1616/Notn.No.05/2025 dated 16/04/2025 which has been issued by the Registrar General, High Court of Judicature at Bombay, Appellate Side is hereby published for general information of the public.

By order and in the name of the Governor of Goa.

Amir Y. Parab, Under Secretary (Estt.), Law Department.

Porvorim.

THE HIGH COURT OF JUDICATURE AT BOMBAY, APPELLATE SIDE**Notification**

No. Rule/P.1616/Notn.-05/2025:- In exercise of the powers conferred by Regulation 4 of the Gender Sensitization and Sexual Harassment of Women at High Court of Bombay (Prevention, Prohibition and Redressal) Regulations, 2014 and in partial modification of the earlier High Court Notification No. Rule/P.1616/Notn.-04/2024 dated 10.05.2024 regarding constitution of "The Gender Sensitization and Internal Complaints Committee", the Hon'ble the Chief Justice is pleased to re-constitute "The High Court of Bombay Gender Sensitization and Internal Complaints Committee" for the High Court of Bombay at Goa as follows:

Name of the Workplace (1)	The High Court of Bombay Gender Sensitization and Internal Complaints Committee (2)
High Court of Bombay at Goa	1. Hon'ble Smt. Justice U.S. Joshi-Phalke, Chairperson.
	2. Hon'ble Ms. Justice Nivedita Mehta, Member.
	3. Smt. Anarkali Agni, Senior Advocate, Member.
	4. Ms. Shabnam Shaikh, Member Secretary, GSLSA, Member Secretary.
	5. Ms. Niti Haldankar, Private Secretary to the Hon'ble Judge, Member.
	6. Ms. Susan Linahres, Advocate, Member.
	7. Mrs. Norma Alvares, Advocate, Member.
	8. Smt. Felicidade Barbosa, Assistant Registrar (Admin.), High Court of Bombay at Goa, Member.
	9. Mrs. Geeta P. Naik, Assistant, High Court of Bombay at Goa, Member.

HIGH COURT OF JUDICATURE
AT BOMBAY

Date: 16th APRIL, 2025

)
)
)
)

S. S. Adkar
REGISTRAR GENERAL.

◆

Order

14/13/2020-LD(Estt.)/1277

Date: 21-May-2025

In exercise of the powers conferred by Section 3 (2) of the Goa Administrative Tribunal Act, 1965, the Government of Goa is pleased to appoint Smt. Sharmila A. Patil, District Judge-1 and Additional Sessions Judge, Mapusa, North Goa, as the President of the Goa Administrative Tribunal, Panaji, on deputation basis under the Goa Administrative Tribunal (Appointment, Conditions of service of President and Additional President) Rules, 2010, with effect from the date she takes over the charge, till the post of the President is filled up on regular basis.

This issues with the recommendation of the High Court of Bombay, conveyed vide their confidential letter No. A-1201/G/2025/821 dated 03/05/2025.

The deputation of Smt. Sharmila A. Patil, will be governed by the usual terms of deputation.

By order and in the name of the Governor of Goa.

Amir Y. Parab, Under Secretary (Estt.), Law Department.

Porvorim.

◆◆◆

Department of Revenue

—

Order

35/2/2013-RD/2183

Date: 26-May-2025

In exercise of the powers conferred by Clause (b) of sub-section (1) of Section 9 of the Indian Stamp Act, 1899 (Act No. 2 of 1899), as in force in the State of Goa, the Government of Goa hereby permits the Life

Insurance Corporation of India, Goa Divisional Office, Panaji (hereinafter referred to as the “LIC Goa”) to pay consolidated stamp duty of Rs. 25,00,000/- (Rupees twenty five lakhs only), chargeable on sums to be insured in the insurance policies issued by its offices in the State of Goa with effect from 1st January, 2025 up to 31st December, 2025 in lieu of affixing stamps upon individual insurance policies, which has been paid vide cheque No. 000846 dated 28/04/2025, drawn on HDFC Bank, Panaji, Goa, subject to the following conditions, namely:-

- (a) In case the stamp duty chargeable on the insurance policies issued during the above mentioned period falls short of the stamp duty consolidated herein and paid to the Government, the excess consolidated stamp duty shall be adjusted for the next calendar year 2026.
- (b) In case the stamp duty chargeable on the insurance policies issued during the above period exceeds the stamp duty consolidated herein and paid to the Government, the balance amount due towards the stamp duty shall be paid to the Government Treasury by the LIC Goa latest by the first week of January, 2026.
- (c) A detailed report of the total stamp duty charged on the sum insured in the insurance policies issued by the offices of the LIC Goa in the State of Goa during the above period shall be submitted to the Secretary (Revenue), Revenue Department, Government of Goa, on or before 31/12/2025.

By order and in the name of the Governor of Goa.

Vrushika P. Kauthankar, Under Secretary (Revenue-I).

Porvorim.

Department of Urban Development

(Municipal Administration)

Notification

14/DMA/STAT/PMAY2.0(U)/SLSMC&SLAC/2025-26/276

Date: 23-Apr-2025

The Ministry of Housing and Urban Affairs, Government of India launched the Pradhan Mantri Awas Yojana-Urban 2.0 (PMAY-U 2.0)—‘Housing for All’ Mission for urban areas will be implemented for 5 years from 01.09.2024 to provide Central Assistance to all eligible beneficiaries/households/implementing agencies through States/Primary Lending Institutions (PLIs) to construct, purchase or rent a house at an affordable cost.

The Mission will be implemented as a Centrally Sponsored Scheme (CSS) except for the component of the Interest Subsidy Scheme (ISS) which will be implemented as a Central Sector Scheme. The Scheme will be implemented through the following four verticals:

- (i) Beneficiary Led Construction (BLC)
- (ii) Affordable Housing in Partnership (AHP)
- (iii) Affordable Rental Housing (ARH)
- (iv) Interest Subsidy Scheme (ISS)

In order to monitor and implement the Mission the Government of Goa is pleased to constitute the State Level Sanctioning and Monitoring Committee (SLSMC):-

The composition of the Committee along with its indicative functions is as under.

1	Chief Secretary	Chairperson.
2	Secretary of Urban Development, Government of Goa	Vice-Chairman.
3	Secretary, State Finance Department	Member.
4	Secretary, Revenue/Land Administration	Member.

5	Secretary (Housing) of the State Govt.	Member.
6	Secretary in charge of the Environment of the State Government	Member.
7	Secretary, Power Department of the State Government	Member.
8	Secretary, Public Works Department	Member.
9	Convener, State Level Banker's Committee	Member.
10	Director, Town and Country Planning Department	Member.
11	State Mission Director, PMAY-U 2.0, HFA Mission (Member Secretary, GSUDA)	Member Secretary.

The SLSMC will be in-charge of overall implementation of the Mission including following:

1. Approval of DPRs in AHP, ARH and Project details of BLC along with list of beneficiaries under the Mission.
2. Approval of Annual Quality Monitoring Plans.
3. Reviewing progress of approved projects in the State and cities.
4. Monitoring of overall implementation of Mission.
5. Approval of Annual Capacity Building Plans as per Scheme Guidelines.
6. Any other issues required for effective implementation of the Mission.
7. Appraisal/Approval of ATRs on TPQMA and social audit.

The SLSMC shall meet every three months and shall submit its report to the Government.

Further, the Government of Goa is pleased to constitute the State Level Appraisal Committee (SLAC) for techno-economic appraisal of Detailed Project Reports submitted by the ULBs/Implementing Agencies.

The composition of the Committee will be as follows:

1	Secretary, Urban Development	Chairman
2	Town Planner, Town and Country Planning Department, Panaji	Member
3	Chief Project Officer- GSUDA	Member
4	Principle Chief Engineer, PWD	Member
5	Housing Engineer, Goa Housing Board	Member
6	State Mission Director, PMAY 2.0 (U), HFA Mission (Member Secretary, GSUDA)	Member Secretary

The function of SLAC will be as follows:

1. Appraisal of projects with the list of verified beneficiaries.
2. Techno-economic appraisal of DPRs submitted by ULBs/Implementing Agencies.
3. Submitting appraisal reports with their comments and recommendations to the State Level Nodal Agency (SLNA) for taking approval of State Level Sanctioning and Monitoring Committee.

The functioning of the Committee shall come into effect from the date of issue of this Notification and shall be in force until new committee is formed.

Brijesh Manerkar, Director of Urban Development & ex-officio Addl. Secretary.

Panaji.